

**SECOND ADDENDUM TO THE LODI CITY MID-MANAGEMENT  
ASSOCIATION  
MOU.**

**April, 2009**

- A. The City of Lodi and the Lodi City Mid Management Association currently operate under a Memorandum of Understanding effective January 1, 2008 through December 31, 2009 as amended by Addendum dated February 2009.
- B. This Addendum is entered for the purpose of addressing the continued significant and unanticipated budget crisis caused by the current economic downturn.

For the above reasons the parties agree:

Article I Salary and Term shall be amended as follows:

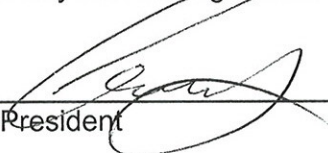
- 1.6 Add new section 1.6 as follows: Bargaining unit members agree to accept an unpaid furlough of one day per month from July 1, 2009 through June 30, 2010.

This Addendum shall not become effective until approved by the Lodi City Council. Moreover, it is entered with the understanding that Similar Operational Savings will be implemented with respect to all City bargaining units and Executive Management. Similar Operational Savings shall include but not be limited to savings achieved by any individual or combination of reductions including but not limited to furloughs, salary reductions, minimum staffing reductions, overtime restrictions, limits on cash out of benefits, and elimination of deferred compensation matching programs.


CITY OF LODI,  
a municipal corporation

  
\_\_\_\_\_  
BLAIR KING, City Manager


Lodi City Mid-Management Assn.

By   
\_\_\_\_\_  
President

ATTEST:

  
\_\_\_\_\_  
RANDI JOHL, J.D., City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
D. STEPHEN SCHWABAUER  
City Attorney

**ADDENDUM TO THE LODI CITY MID-MANAGEMENT ASSOCIATION  
MOU.**

**February, 2009**

- A. The City of Lodi and the Lodi City Mid Management Association currently operate under a Memorandum of Understanding effective January 1, 2008 through December 31, 2009.
- B. This Addendum is entered for the purpose of addressing the significant and unanticipated budget crisis caused by the current economic downturn.

For the above reasons the parties agree:

Article I Salary and Term shall be amended as follows:

- 1.6 Add new section 1.6 as follows: Bargaining unit members agree to accept an unpaid furlough of one day per month from March 1, 2009 through June 30, 2009.

Article III Deferred Compensation shall be amended as follows:

- 3.2 At the end of section 3.2 add the following sentence: However bargaining unit members agree to forego all deferred compensation matches they would otherwise be entitled to between the pay periods in which March 1, 2009 through July 1, 2010 fall.

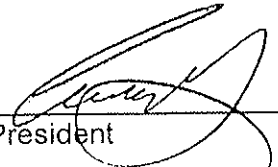
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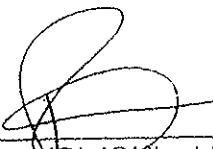
CITY OF LODI,  
a municipal corporation

  
\_\_\_\_\_  
BLAIR KING, City Manager

ATTEST:

Lodi City Mid-Management Assn.

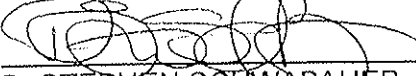
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President



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RANDI JUHL, J.D., City Clerk

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D. STEPHEN SCHWABAUER  
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